

# FLRA Statutory Training Kansas City, Missouri September 25 – 26, 2012

The Denver Region of the Federal Labor Relations Authority is pleased to present a two-day training presentation concerning Management and Union rights and obligations under the Federal Service Labor-Management Relations Statute on September 25-26, 2012. The location of the training session is just south of the Kansas City Airport at:

National Oceanic and Atmospheric Administration  
National Weather Service Training Center  
7220 NW 101<sup>st</sup> Terrace  
Kansas City, MO 84153

The class begins at 9:00 a.m. and concludes at 4:00 p.m. both days. This program is designed for those who have labor-management relations responsibilities, but would be beneficial to anybody who deals with labor issues in the Federal service. The class covers some of the most basic and common types of unfair labor practices with an emphasis on how to avoid ULPs and how to maintain effective relationships. The participants will occasionally be asked to work on exercises that have been crafted to illustrate the training topics. An agenda for the program is attached.

To register for this training, please click on this link:

[http://www.flra.gov/webfm\\_send/325](http://www.flra.gov/webfm_send/325).

Please fax your registration form to the Denver Region at 303-844-2774. Space is limited, and registrations are confirmed in the order received.

If you experience any difficulty in registering for the class, please contact Office Manager Ernestyne Benford at 303-844-5224, ext.1010 or [ebenford@flra.gov](mailto:ebenford@flra.gov).

**FEDERAL LABOR RELATIONS AUTHORITY**  
**Office of the General Counsel Basic Training**  
**Federal Service Labor-Management Relations Statute**

**Kansas City, Missouri**  
**September 25 – 26, 2012**

**Tuesday, September 25**

9:00 - 10:30	Introduction to Training  What Does the Federal Labor Relations Authority Do? Structure of the FLRA Management Rights, Union Rights, Employee Rights  Section <b>7116(a)(1)</b> – Interference, Restraint & Coercion ■ <u>Exercise</u>
10:30 – 10:45	<b>BREAK</b>
10:45 – 12:00	Discrimination/Retaliation based on Union Activity – Section <b>7116(a)(2)</b> & (4)  Flagrant Misconduct/Opprobrious Conduct ■ <u>Exercise</u>  Representational <b>Meetings</b>  Formal Discussions – Section 7114(a)(2)(A)
12:00 -1:00	<b>LUNCH BREAK</b>
1:00 - 2:30	Representational <b>Meetings</b> (continued)  Formal Discussions (continued) ■ <u>Exercise</u>  <u>Weingarten</u> Meetings – Section 7114(a)(2)(B) ■ <u>Exercise</u>  Bypass Grievance Meetings
2:30 - 2:45	<b>BREAK</b>

2:45 – 4:00

Data (**Information**) Requests – Section 7114(b)(4)

Statutory Elements

- “data”
- normally maintained
- reasonably available
- necessary – the “particularized need” standard

Management’s Obligations

■ Exercise

Not internal Management guidance, advice or counsel for collective bargaining purposes (7114)(b)(4)(C)

Release not prohibited by law – **Privacy Act**

**Wednesday, September 26**

9:00 – 10:30

**Collective Bargaining**

Introduction to **Collective Bargaining**

- What is Collective Bargaining?
- Conditions of Employment
- Good Faith Bargaining

**Duty to Bargain**

- Union-initiated Mid-Term Bargaining
- Unilateral Change Bargaining
- Change (in conditions of employment)
- *De minimis*

■ Exercise

10:30 – 10:45

**BREAK**

10:45 – 12:00

**Collective Bargaining** (continued)

- “Covered By” & “Contract Interpretation”
- Repudiation of contract as a ULP
- Exercise

-- Parties’ Obligations

■ Exercise

12:00 – 1:00

**LUNCH BREAK**

1:00 – 2:30

**Collective Bargaining** (continued)

**Scope of Bargaining (NEGOTIABILITY)** -- Procedures and Appropriate Arrangements – section 7106(b)(2) and (3), aka “Impact and Implementation”

■ Exercise

2:30 - 2:45

**BREAK**

2:45 - 4:00

**Duty of Fair Representation** – Section 7114(a)(1)

- Where Membership IS a factor
  - Where Membership IS NOT a factor
- Exercise

**Open Forum with Regional Director**